



November 9, 2022

Our CWA-IBT Association Bargaining Committee met with American Airlines management on November 1-3 in Dallas in our second round of bargaining for a new contract.

The Company responded to several of the proposals presented by our Bargaining Teams last month and made new proposals regarding the following articles:

- Article 1, Purpose of Agreement
- Article 7, Overtime Reservations
- Article 8, Seniority
- Article 10, Temporary Employees
- Article 22, Probation
- Article 25, Grievance Procedure
- Article 26, System Board
- Article 30, Health & Safety
- Article 32, Call Monitoring

Our Bargaining Teams made counter proposals regarding the following articles:

- Article 1, Purpose of Agreement
- Article 8, Seniority
- Article 10, Temporary Employees
- Article 22, Probation
- Article 25, Grievance
- Article 26, System Board

After exchanging proposals, we reached tentative agreements on four articles:

- Article 1, Purpose of Agreement. New language would require the Company to discuss any changes to the Agreement with the Union.
- Article 8, Seniority. A change in pronouns with no change in meaning.
- Article 10, Temporary Employees. New languages would require the Company to discuss with the Union the number of employees and the duration to be filled within the duty assignment. The language would protect current employees from being displaced as defined in the contract.
- Article 22, Probation. New language would allow members to bid when qualified.

### **Picture This! Members in District 6 Standing For WORK LIFE BALANCE**

While the Bargaining Teams were at the negotiating table, more than 1,100 members at the Reservations Center and airports across District 6 took action to demand work-life balance, which is one of the top concerns for agents. Members at the DFW Reservations Center posted pictures with the WORK LIFE BALANCE red picture frame on social media to drive home the point.



Member Mobilizers at DFW RES collected more than 800 signatures on the

petition and delivered it to the Company's Bargaining Team. Mobilizers at DFW ATO collected 300 signatures, which they delivered to the General Manager. And mobilizers at SAT, TUL, OKC, and STL collected signatures as well. At some stations, managers refused to accept our petition from members, and clearly did not know how to respond. Nonetheless, it was clear that American management took notice and heard our message loud and

clear, that Work Life Balance is an issue members are willing to fight for.



CWA Local 6001  
Mobilization Petition

(Please let the Company know you support the Union's proposals on Overtime and Mandol)

**"We Demand Work + Life Balance at AA"**

- |                            |                             |
|----------------------------|-----------------------------|
| 1. <u>Autumn Fisher</u>    | 16. <u>Brenda Matsch</u>    |
| 2. <u>Robin Astman</u>     | 17. <u>LaShonda Barnett</u> |
| 3. <u>MI'COLE BROWN</u>    | 18. <u>Phena Lewis</u>      |
| 4. <u>James M. Long</u>    | 19. <u>Tracey Criddle</u>   |
| 5. <u>Metra Yalla</u>      | 20. <u>Torlynn Rodgers</u>  |
| 6. <u>Ashley Zaman</u>     | 21. <u>Kelli Freeman</u>    |
| 7. <u>Joshua Workch</u>    | 22. <u>Roy. Poy</u>         |
| 8. <u>Candace Sharp</u>    | 23. <u>Rosalina Grissia</u> |
| 9. <u>Charlene JACKSON</u> | 24. <u>Mary Zenteno</u>     |
| 10. <u>Sami Dixon</u>      | 25. <u>LARHEA Powell</u>    |
| 11. <u>LORNA JOHNSON</u>   | 26. _____                   |
| 12. <u>Haidy Hampton</u>   | 27. _____                   |
| 13. <u>Lui Coy</u>         | 28. _____                   |
| 14. <u>NICKOLA FOX</u>     | 29. _____                   |
| 15. <u>Spigall</u>         | 30. _____                   |

**Our next bargaining session is coming up on January 16-18 in Dallas.**

Stay informed about our progress in bargaining as well as mobilization activities. Make sure we have your personal email address and cell phone

number by filling in [this form](#). And share this message with co-workers who may not already be on our email and text lists.

Be sure to follow us on [Facebook.com/AmericanAgentsConnected](https://www.facebook.com/AmericanAgentsConnected) where you can like and share our updates and other bargaining related content. Look for and use the hashtag **#FairPayAA**.

In unity,

American Agents Connected